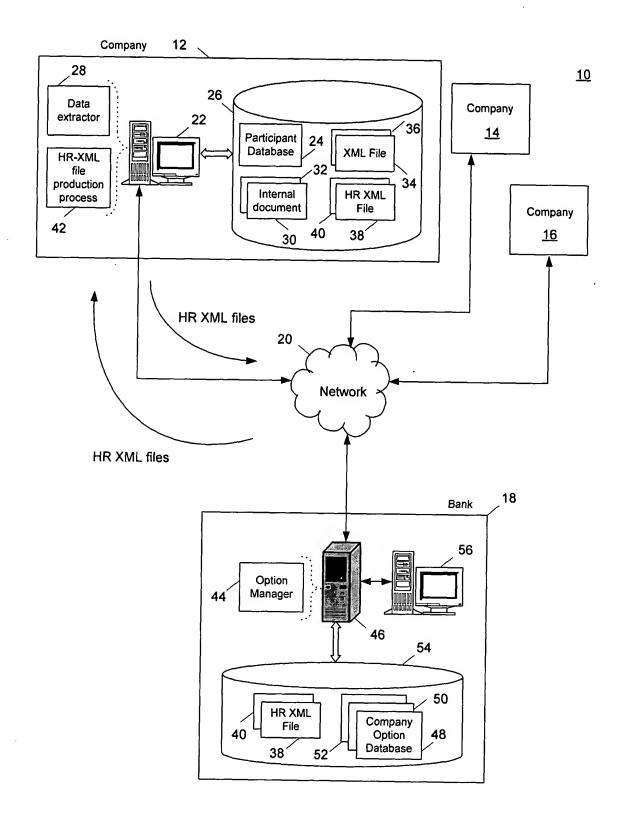
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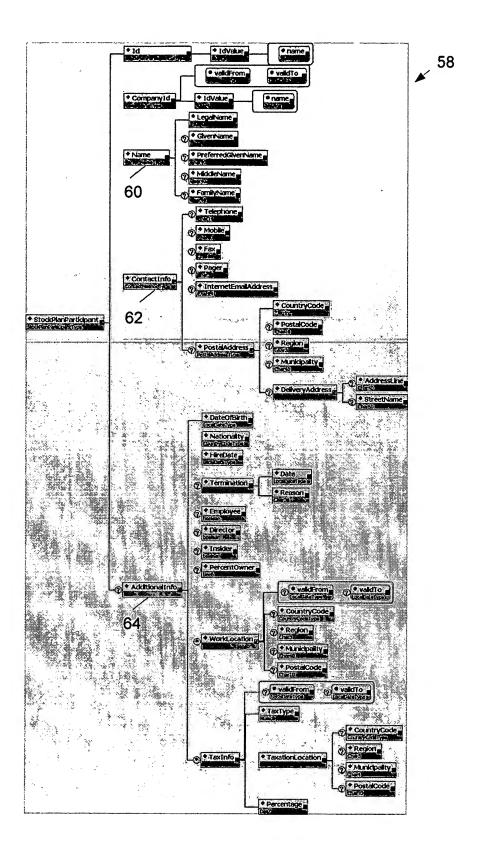


FIG. 2

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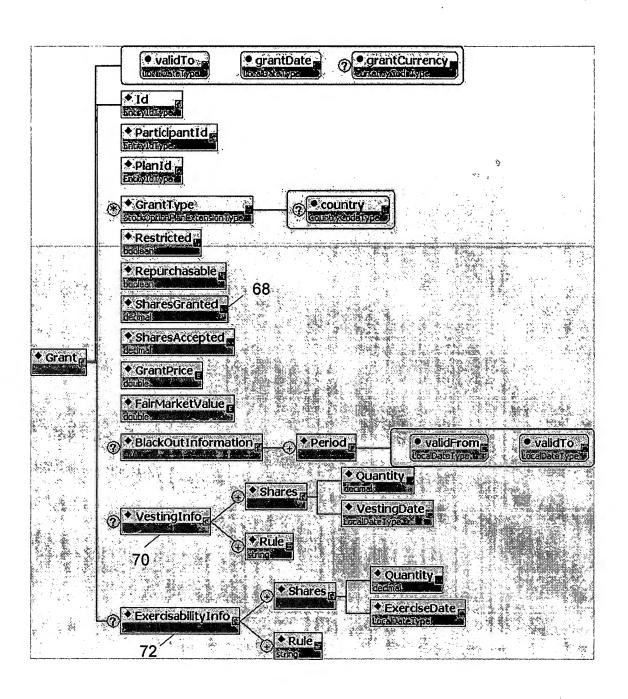


FIG. 3

ALGORITHM FOR CONTROL OF EXERCISE OF EMPLOYEE

OPTIONS

Notice

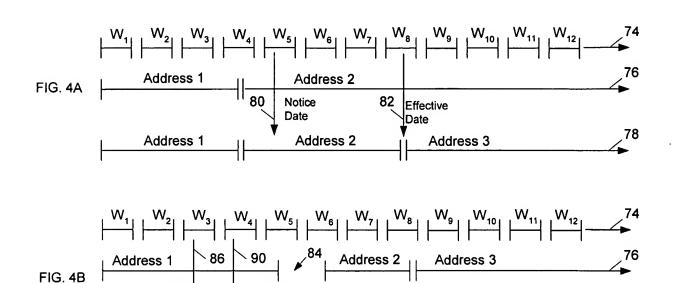
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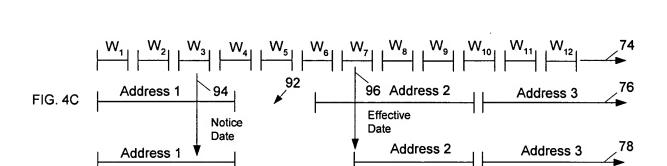
Address 1

Effective

Date

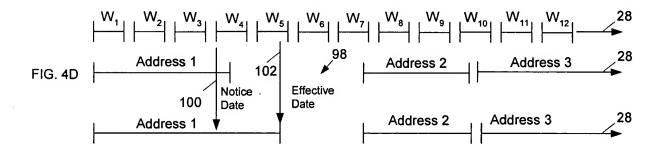
FIG. 4B

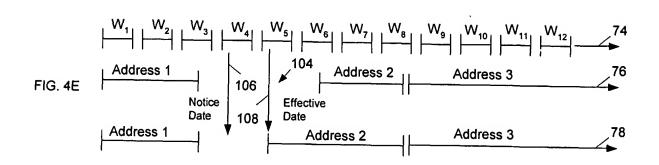


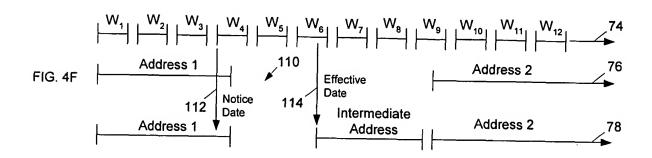


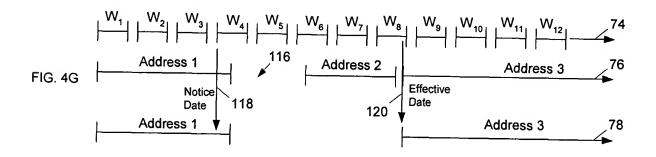
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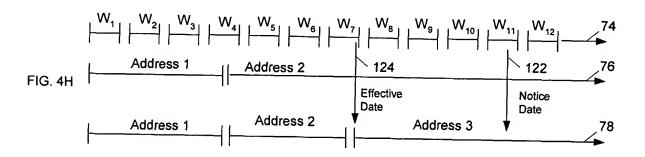
78











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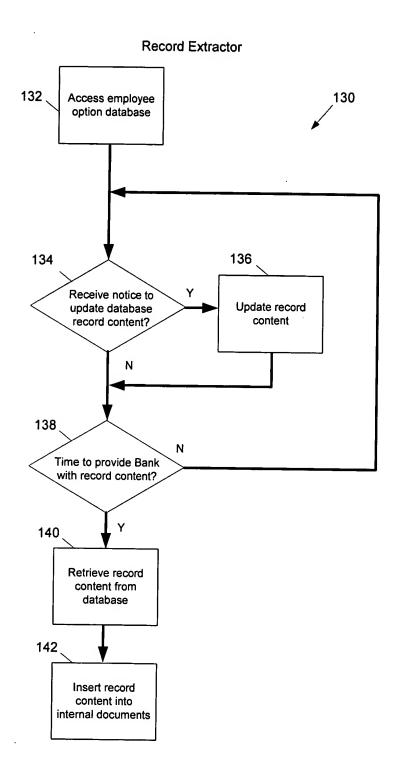


FIG. 5

